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ABSTRACT

Focusing on a 7-year period beginning in 1984, this report examines statewide staffing and salary trends for California community college faculty. Highlighted findings include the following: (1) between 1984 and 1990, there was a steady increase of nearly 3% per year in all categories of community college staffing, bringing the employee count to an all-time high of 73,000 employees in 1990; (2) two-thirds (almost 47,500) of community college employees were faculty, while administrators comprised only 4%; (3) community colleges hired over 8,000 new full- and part-time faculty between 1984 and 1990; (4) the need to replace retiring full-time faculty was reflected in increases in the numbers of new faculty hires and of probationary faculty, and decreases in tenured faculty numbers since 1987; (5) in 1990, 39.4% of full-time faculty were women, up from 35.1% in 1984; (6) non-white faculty increased from 14.3% in 1984 to 17.5% in 1990; (7) the average age of faculty increased during most of the 1980's, but has stabilized at 49 years since 1988; (8) faculty instructional workload increased substantially since the mid-1980's; (9) when discounted for inflation, community college salaries were approximately $5,000 below the level of compensation in the early 1970's; and (10) community college full-time faculty earned $6,700 less than California State University faculty and $18,000 less than University of California faculty. Graphs illustrating these trends make up the greater part of the document. (JMC)

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# TRENDS IN FACULTY STAFFING AND SALARIES

**June 1991**

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**June 1991**

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PREFACE

This report on **Trends in Faculty Staffing and Salaries** presents aggregate state-level trends in faculty staffing and salaries, characterized by summary statements and graphics for the six-year period beginning 1984. These aggregates are derived from data reported each fall by the 71 California community college districts. These data have been reported systematically to the Chancellor's Office since 1981 and are published annually in the **Report on Staffing and Salaries**.

The recent trends reported here may be compared to trends for the early 1980s, contained in a 1985 report, **Staffing and Salary Changes**, also prepared by the Chancellor's Office.

Staff of the Research and Analysis Unit of the Chancellor's Office worked on this report. Leonard Shymoniak assumed the lead responsibility. Questions about this material may be directed to the Unit at (916) 322-4656.

Charles McIntyre, Director
Research and Analysis

June 1991

TRENDS IN CALIFORNIA COMMUNITY COLLEGES FACULTY STAFFING SALARIES

- Over the last six years, there has been a steady increase - nearly three percent per year - in all categories of community college staffing. Employee counts have increased by about 12,500, to an alltime systemwide high of nearly 73,000 employees in 1990 (Figure 1).

- Two-thirds (almost 47,500) of community college employees are faculty. Administrators (both certificated and classified combined) comprise only 4 percent of all community college employees systemwide (Figure 1a).

- Most notable employee growth occurred among faculty over the last half decade. Community colleges systemwide have added over 8,000 new full-time and part-time faculty positions since 1984 (Figure 2).

- Two factors contributed to this growth. First, program improvement funds, provided by AB 1725 (1988), have helped colleges hire over 1,000 new full-time in 1989 and 1990 (Figure 3). Second, colleges accommodated rapid enrollment growth since 1984 also by hiring additional part-time faculty. Historically, community colleges have utilized part-time instructors for meeting fluctuations in enrollment levels when ongoing funding is uncertain or inadequate. During the period of enrollment decline in the four years prior to 1985 (when attendance ADA declined by 17%), community colleges did not rehire about 5,000 (11%) part-time faculty. Rapid growth in ADA (22%) since 1985 required the hiring and rehiring of 6,600 part-time faculty by 1990 (Figure 3a). Because of the "cap" only about half of this growth was funded. In FY 1990-91, for instance, funding allowed for a 2% enrollment growth. Actual Fall term enrollment growth exceeded 7%.

- In addition to hiring replacements for part-time faculty, colleges are replacing retiring full-time faculty. This trend is illustrated by the recent increase in the number of new hires, and by the increase in Contract status (probationary) faculty and the decrease in Regular status (tenured) faculty since 1987 (Figures 4 and 5).

- Districts have made progress in improving the gender equity of full-time faculty. In 1990, 39.4% of full-time faculty were women compared to 35.1% in 1984 (Figure 6). About half of all newly-hired full-time faculty in the last three years were women (Figure 6a).

- Progress has also been made in achieving ethnic diversity among full-time faculty. Nonwhite faculty have increased from 14.3% in 1984 to 17.5% in 1990 (Figure 7). Ethnic

representation has increased among Asian, Black and Hispanic faculty. Nearly one of every four new hires in the past two years were minority (Figure 7a).

- More retirements and the increased number of new full-time faculty hires is resulting in some leveling in the proportion of faculty aged 55 or older (Figure 8). A formerly-increasing average age of faculty during most of the 1980s has stabilized at 49 years since 1988. About half of faculty aged 50 to 59 had been replaced by faculty younger than 35 during the six year period ending 1990 (Figure 8a).

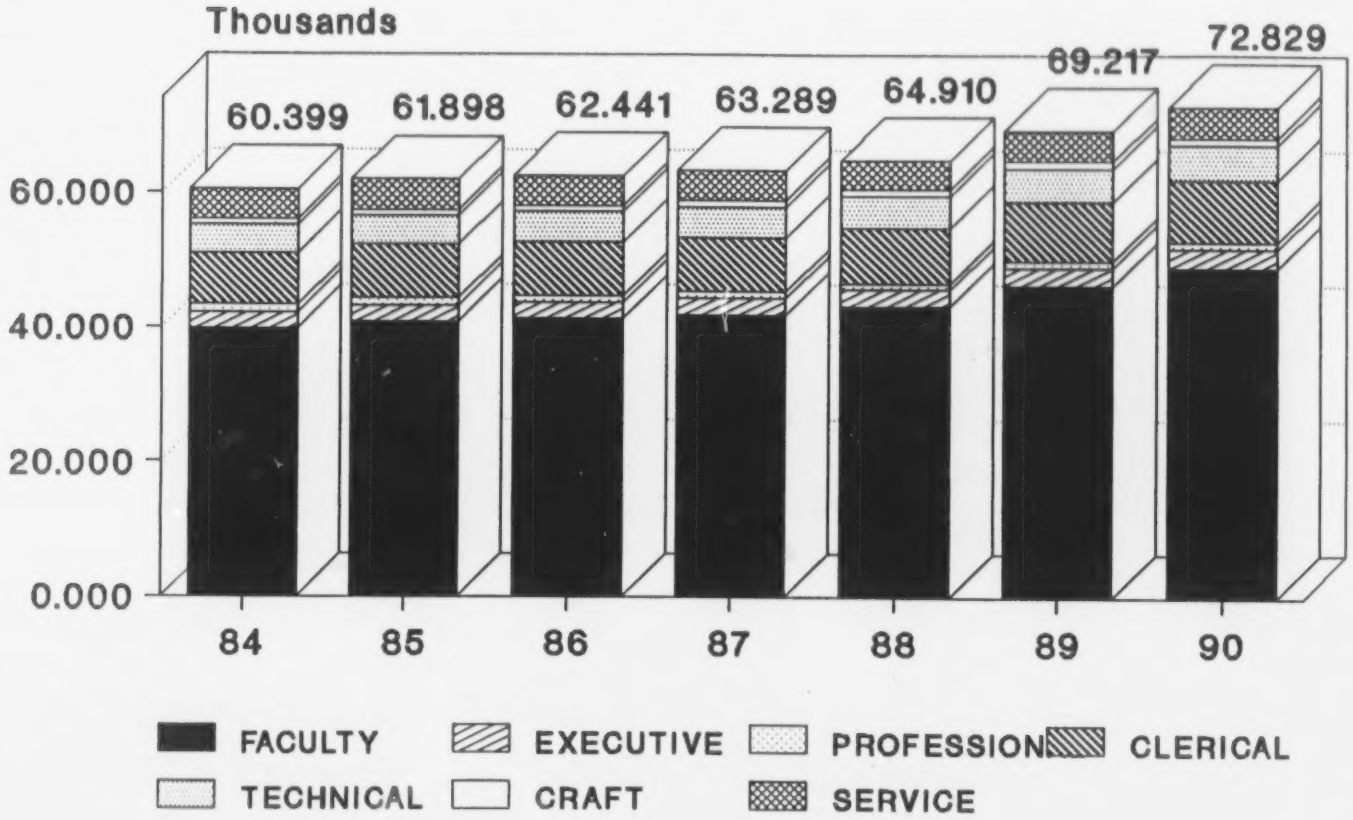
- Faculty instructional workload has increased substantially since the mid 1980s (Figure 9).

- In Fall 1990, the full-time faculty average salary was $47,534, an increase of more than 7% over the prior year. However, when discounted for inflation, community college salaries are about $5,000 (1990 constant dollars) below the level of compensation in the early 1970s (Figure 10). Since 1987, salary increases have maintained faculty purchasing power by offsetting increases in inflation (Figure 10a).

- Community college faculty salaries lag behind those of faculty at the CSU and UC. Using the all-ranks average, full-time faculty in community colleges earn $6,700 less than CSU and $18,000 less than UC (Figure 11).

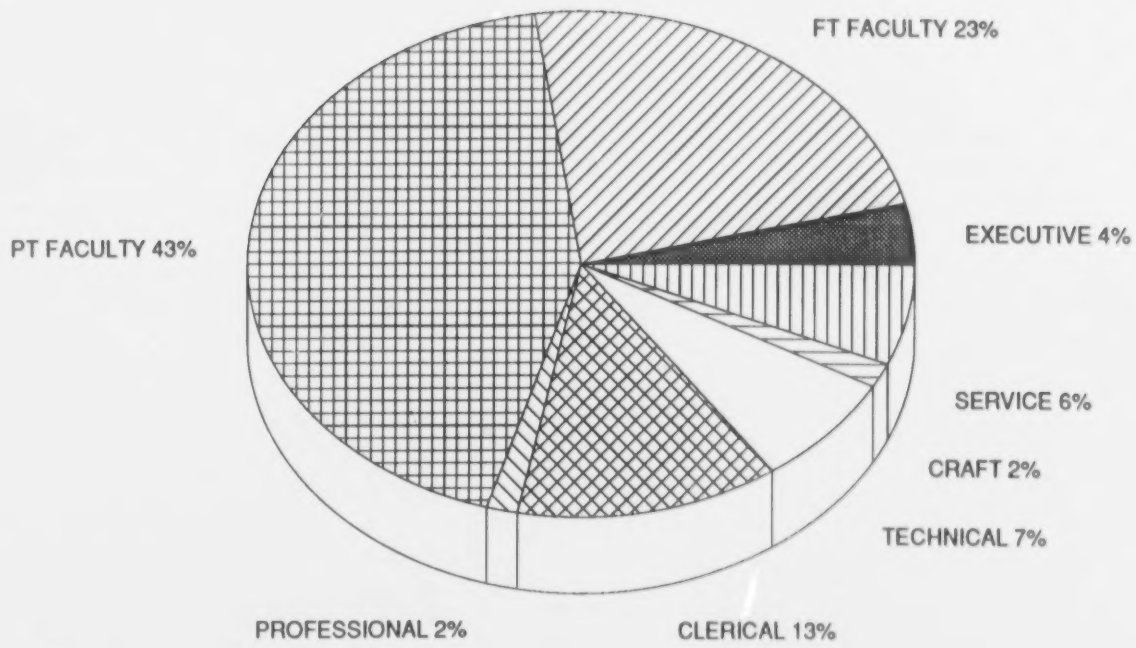
- California community college faculty salaries are $6,000 higher than their closest counterpart from 12 other States (Table 1). California salaries are nearly one-third higher than the average of these states. (Note: some studies suggest that California faculty workload - measured in student:faculty ratios - may show an even greater differential.

## FIGURE 1
## NUMBER OF EMPLOYEES BY EEO6 CATEGORY
## CALIFORNIA COMMUNITY COLLEGES




SOURCE: STAFF DATA FILE

# FIGURE 1a
## EMPLOYEES BY EEO6 CATEGORY-FALL 1990
## CALIFORNIA COMMUNITY COLLEGES

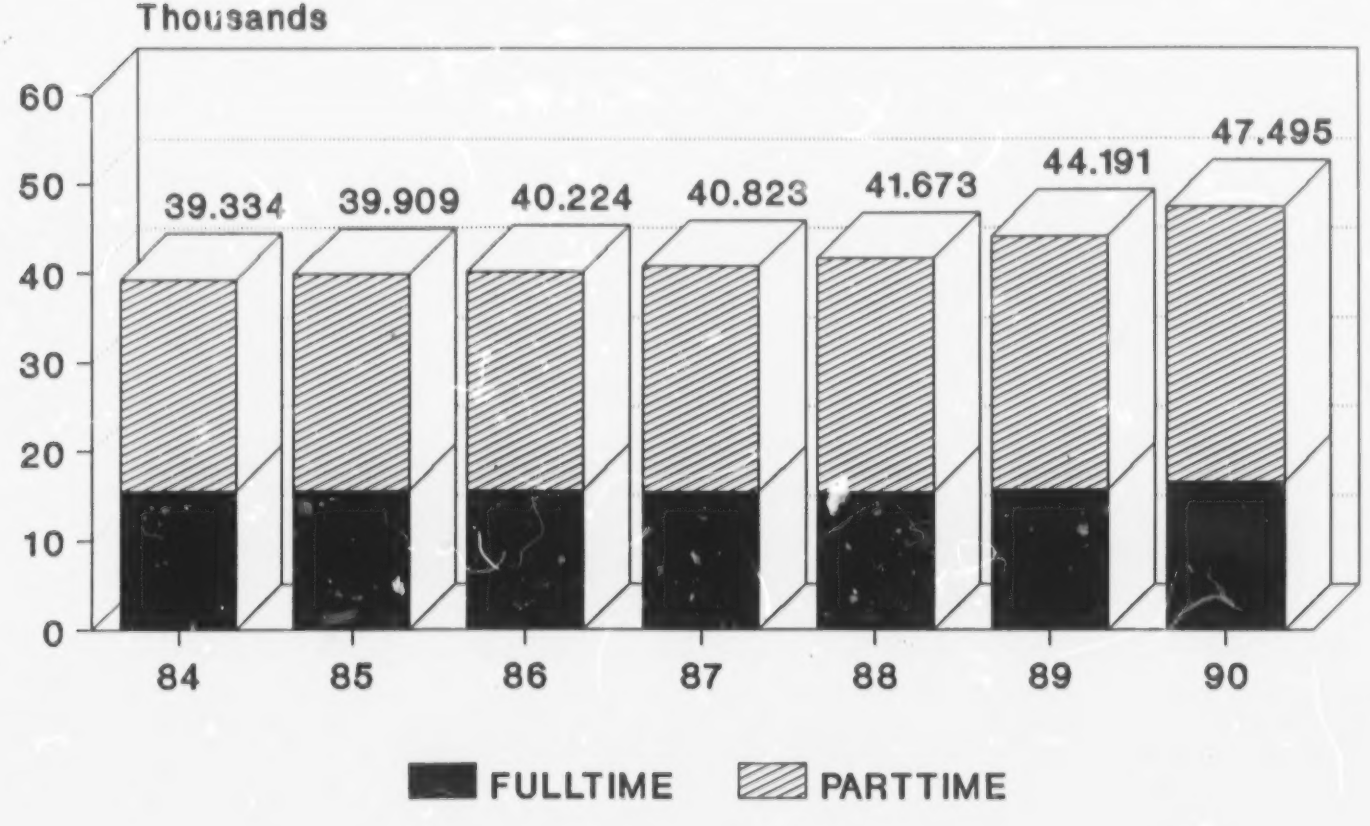



FALL 1990

SOURCE: STAFF DATA FILE

FIGURE 2

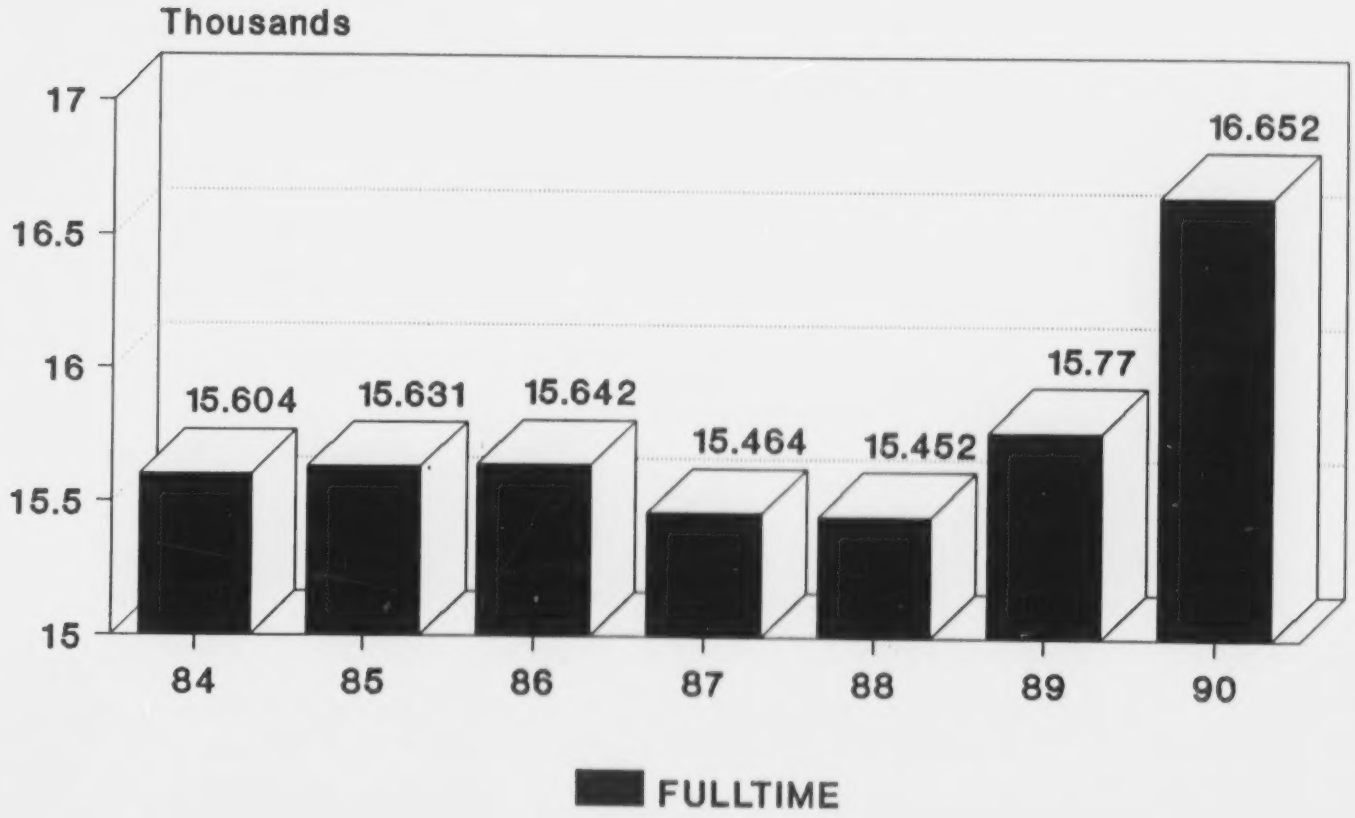
# NUMBER OF FACULTY
# CALIFORNIA COMMUNITY COLLEGES




SOURCE: STAFF DATA FILE

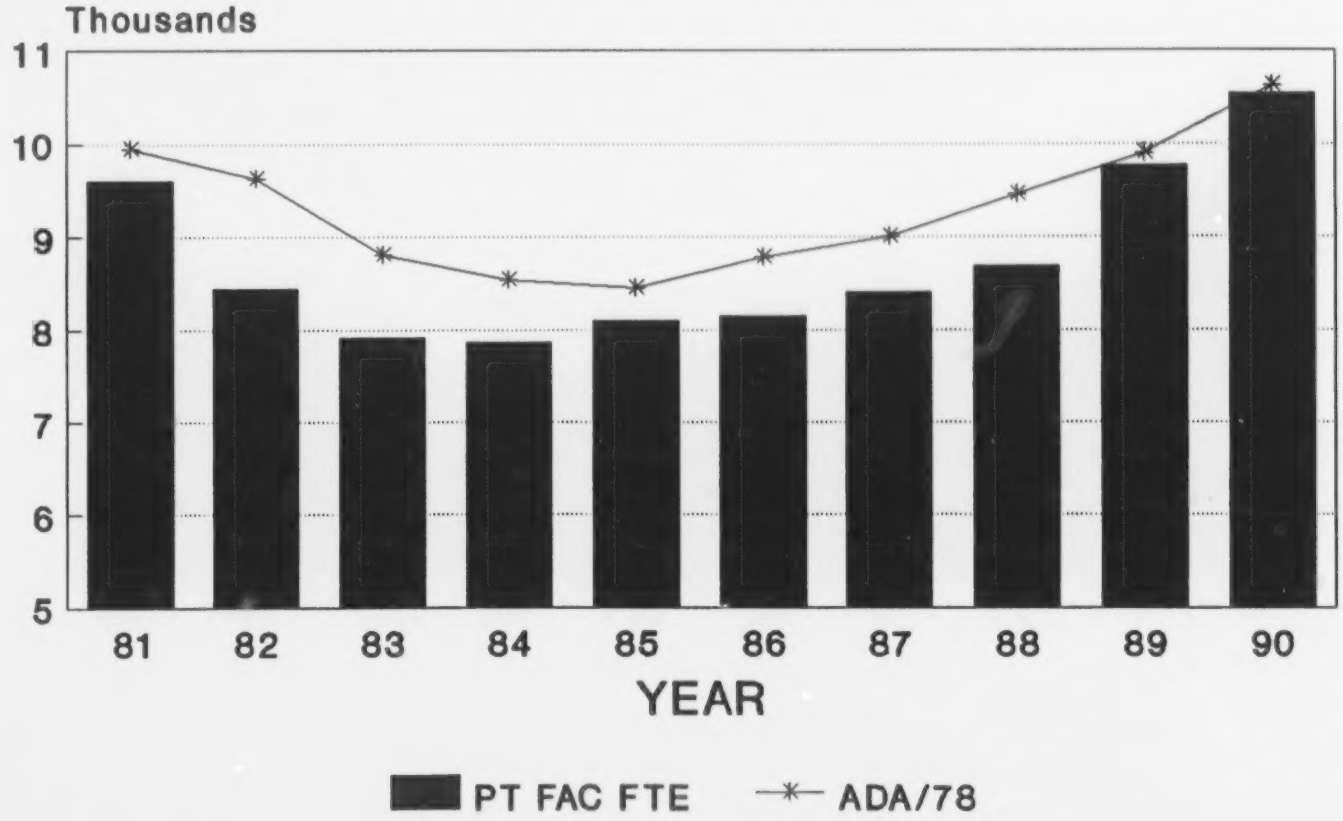
FIGURE 3

# NUMBER OF FULLTIME FACULTY CALIFORNIA COMMUNITY COLLEGES



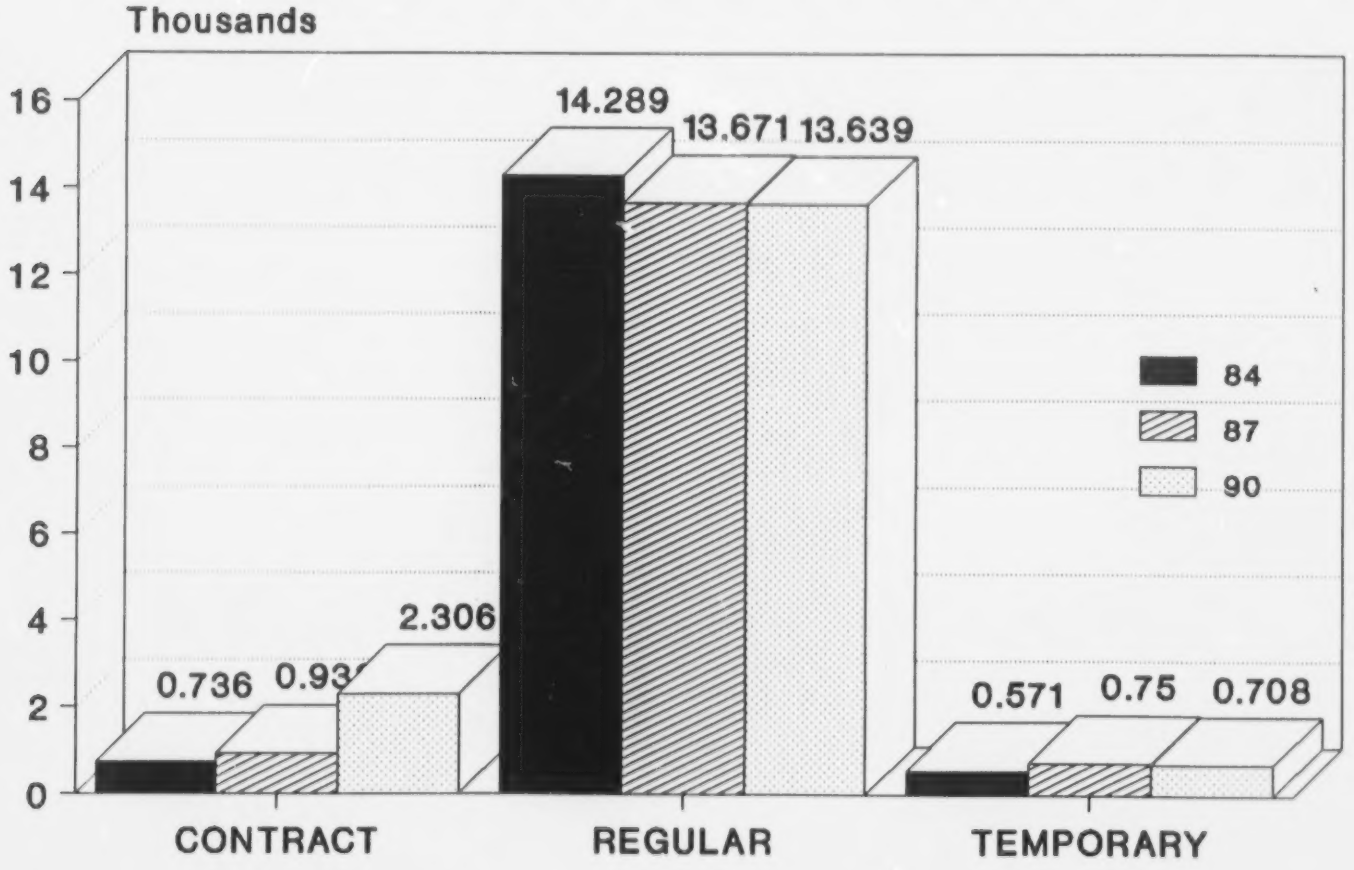

SOURCE: STAFF DATA FILE

# FIGURE 3a
## PARTTIME FACULTY FTE AND ATTENDANCE ADA
### CALIFORNIA COMMUNITY COLLEGES




SOURCE: CHANCELLOR'S OFFICE

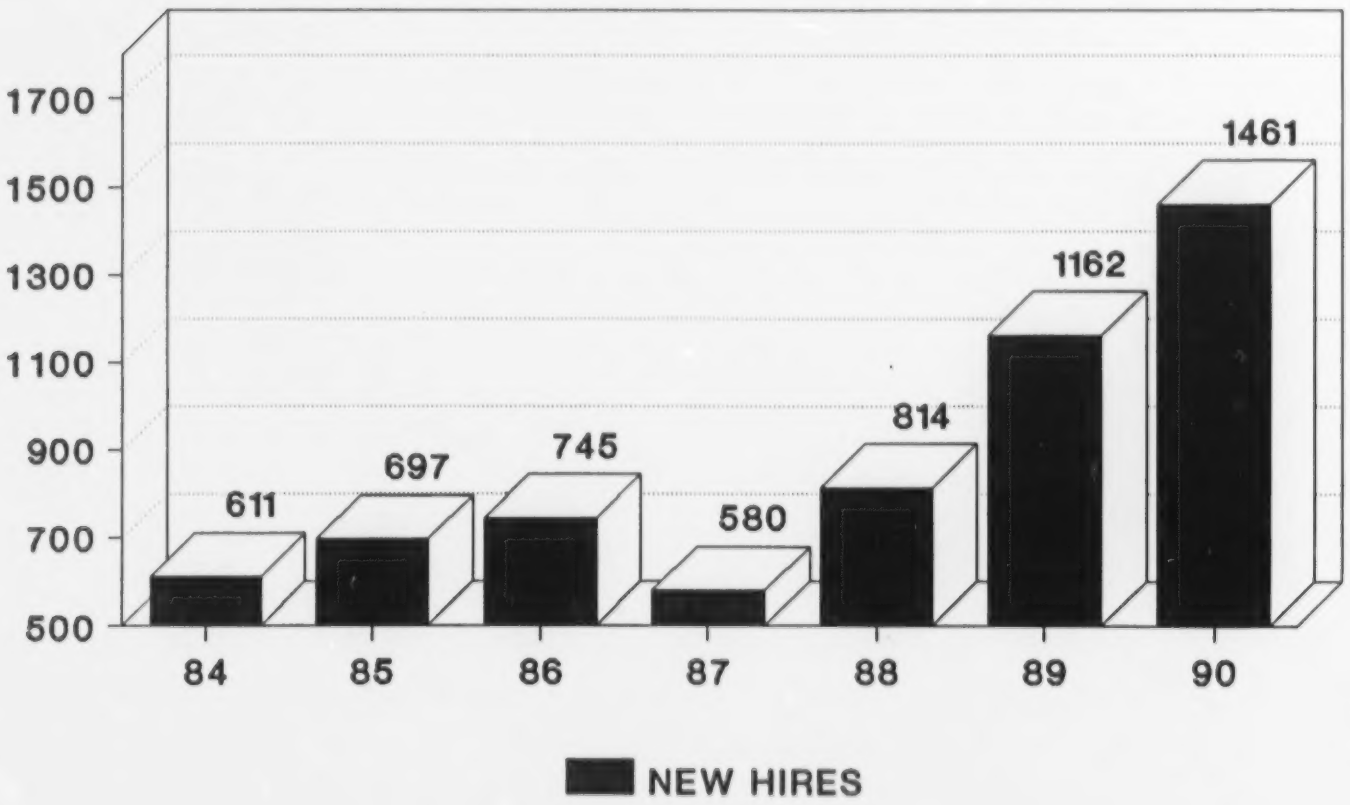
FIGURE 4
FULLTIME FACULTY BY TENURE STATUS
CALIFORNIA COMMUNITY COLLEGES




SOURCE: STAFF DATA FILE

FIGURE 5

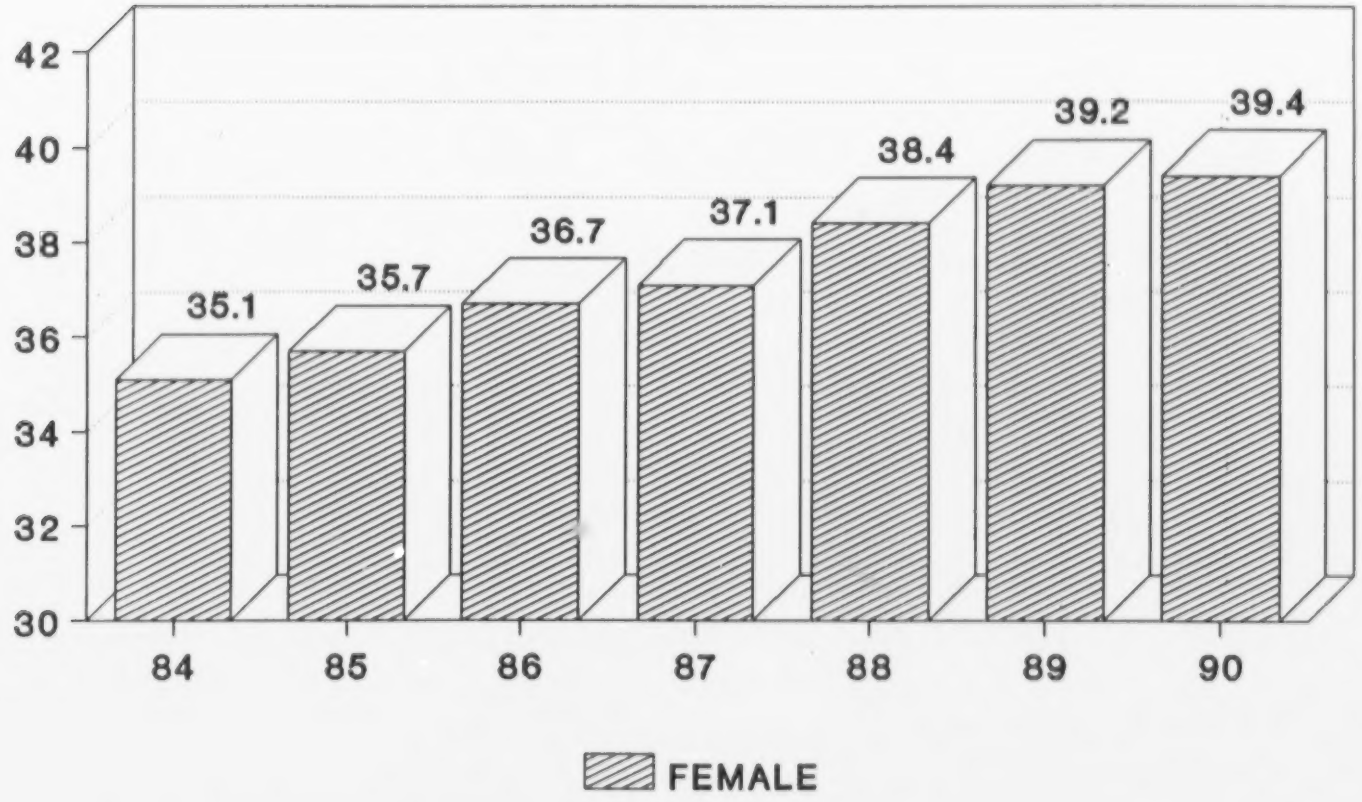
## NUMBER OF FULLTIME FACULTY NEW HIRES CALIFORNIA COMMUNITY COLLEGES




SOURCE: STAFF DATA FILE

FIGURE 6

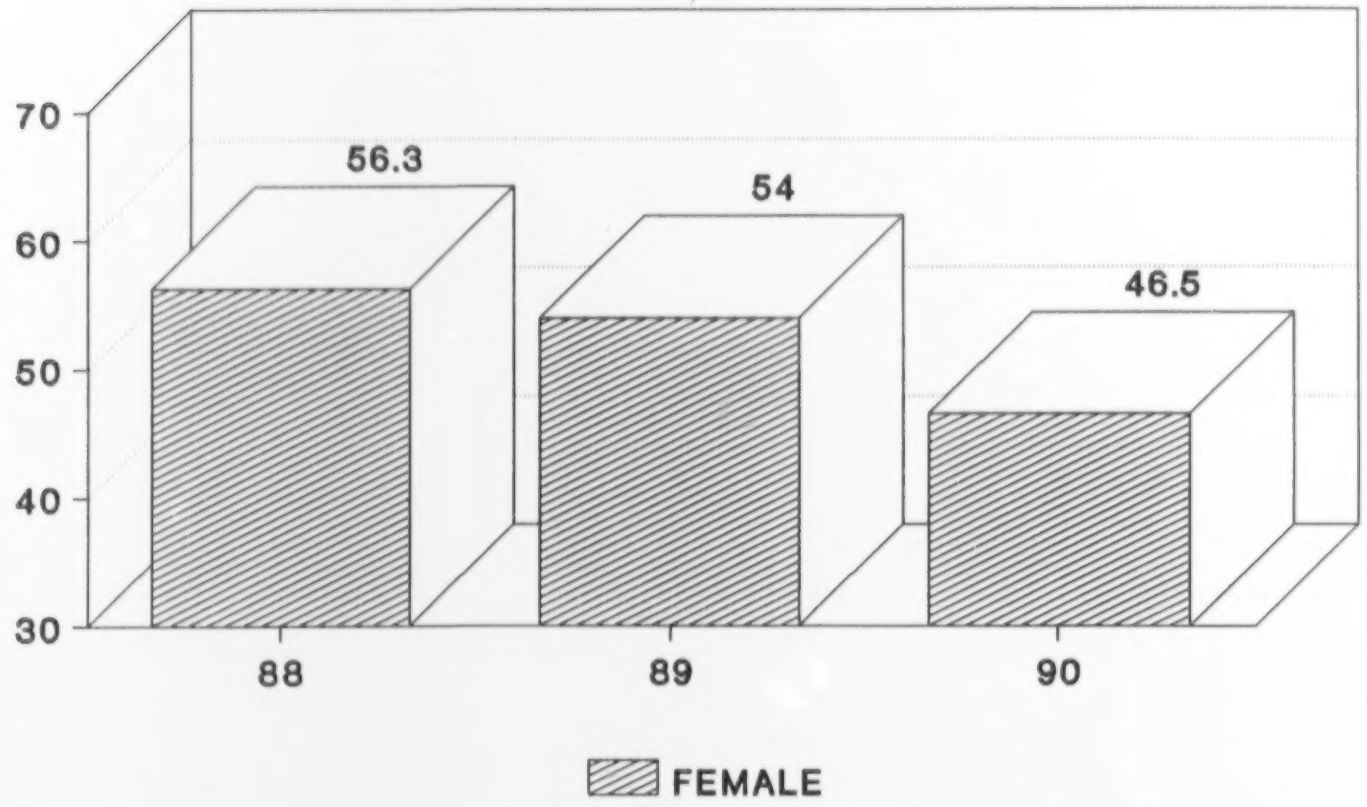
## PERCENT FEMALE FOR FULLTIME FACULTY CALIFORNIA COMMUNITY COLLEGES




SOURCE: STAFF DATA FILE

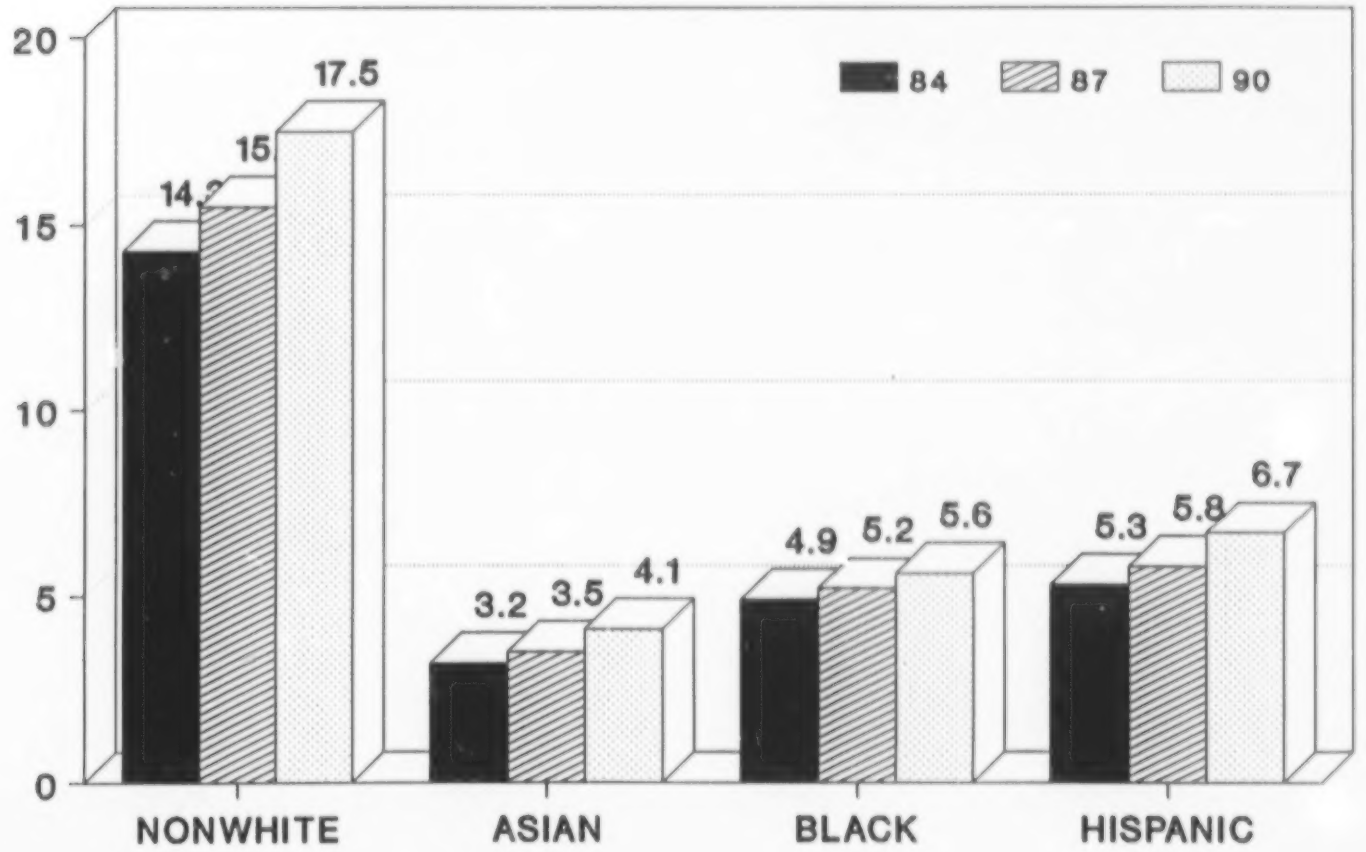
FIGURE 6a

# PERCENT FEMALE FOR NEW HIRES FT FACULTY CALIFORNIA COMMUNITY COLLEGES



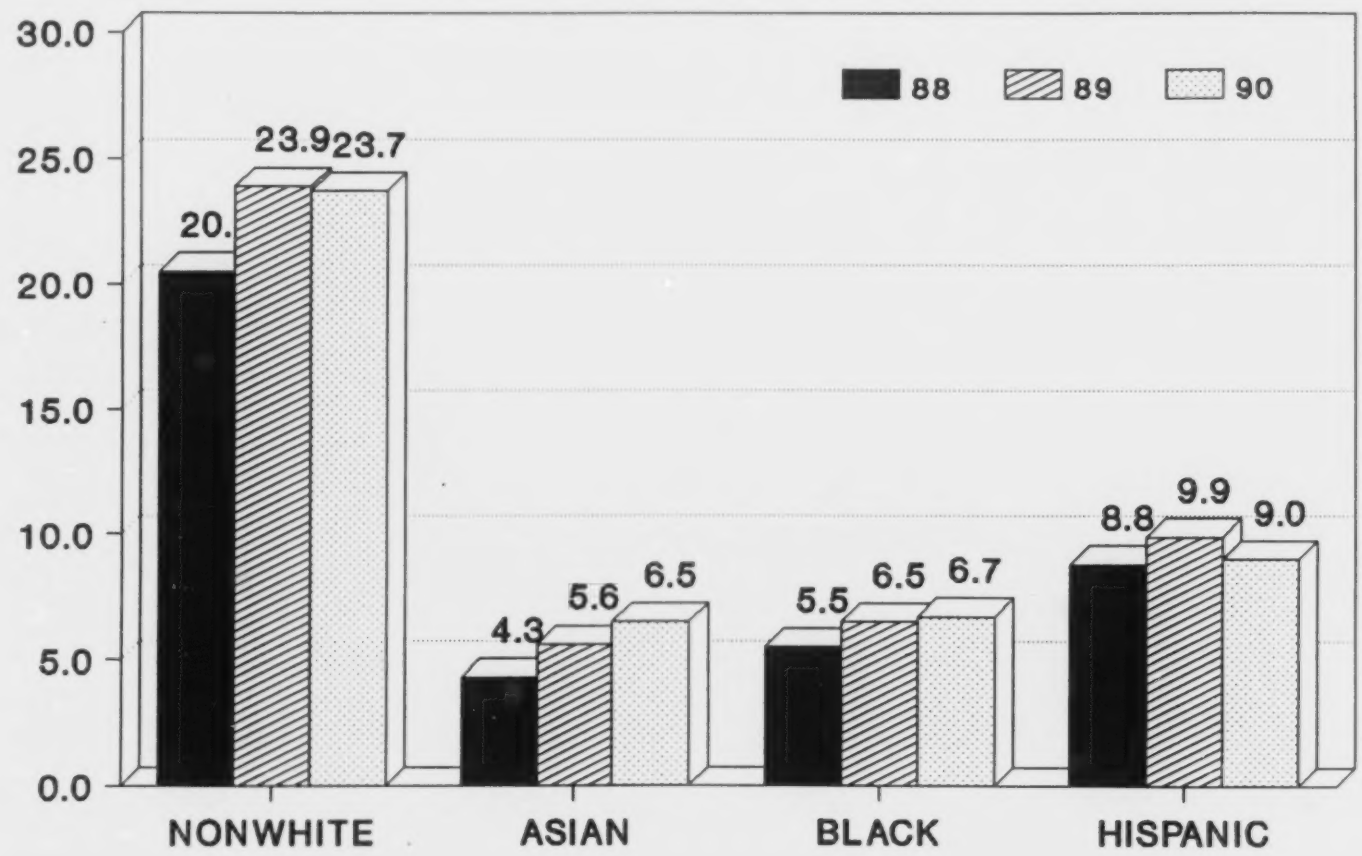

SOURCE: STAFF DATA FILE

## FIGURE 7
## PERCENT OF FULLTIME FACULTY BY ETHNICITY
## CALIFORNIA COMMUNITY COLLEGES




SOURCE: STAFF DATA FILE

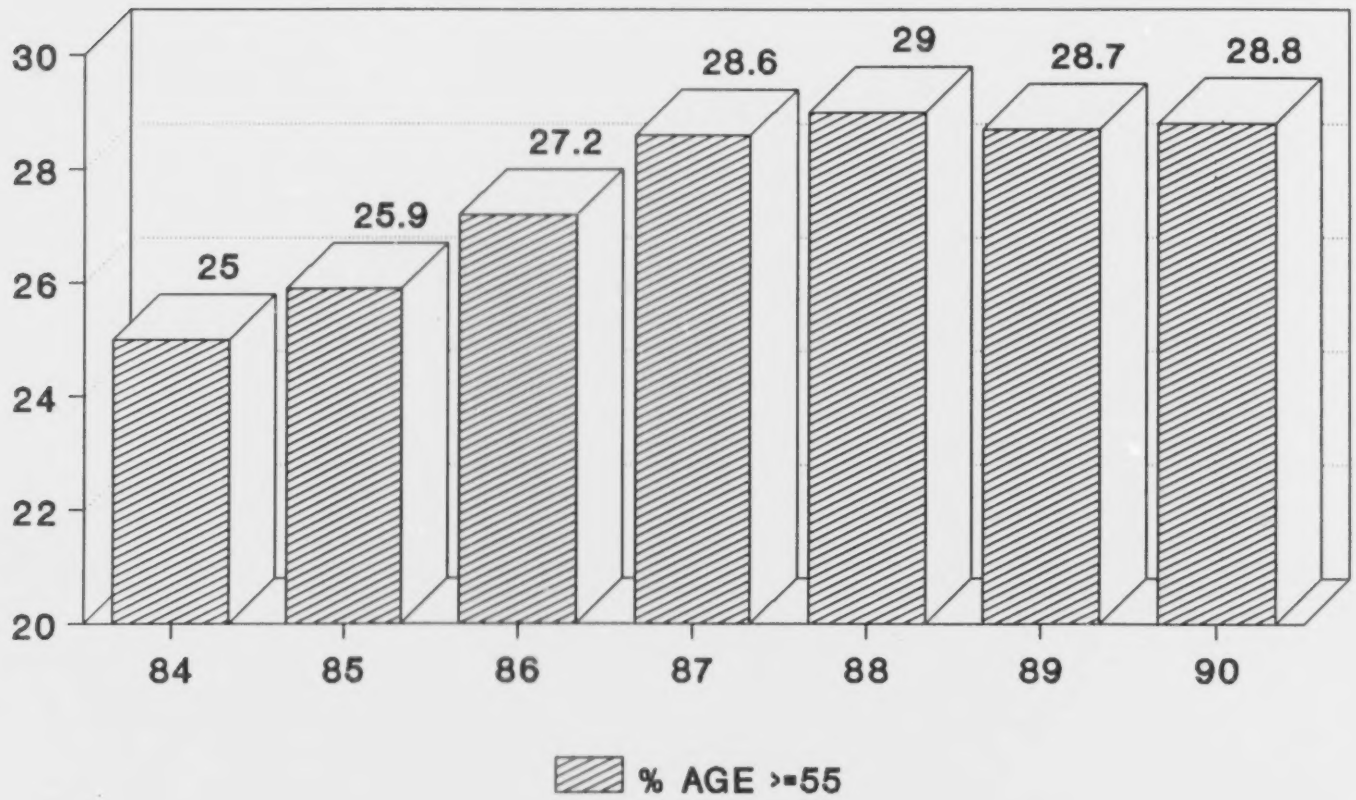
# FIGURE 7a
## PERCENT OF NEWLY HIRED FT FACULTY BY ETHNICITY




SOURCE: STAFF DATA FILE

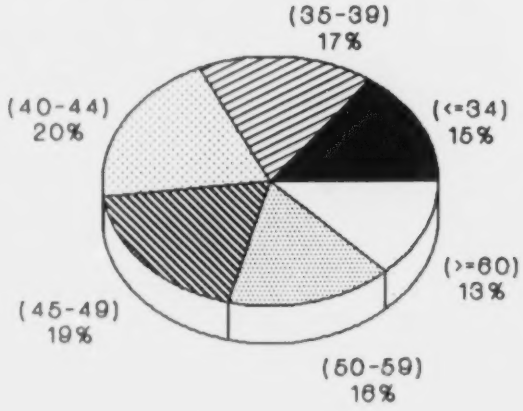
FIGURE 8

# PERCENT OF FULLTIME FACULTY OVER AGE 54
# CALIFORNIA COMMUNITY COLLEGES

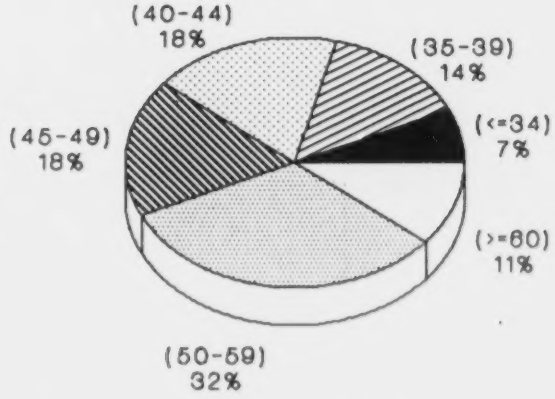



SOURCE: STAFF DATA FILE

# FIGURE 8a
## FULL TIME FACULTY BY AGE GROUPING
## CALIFORNIA COMMUNITY COLLEGES



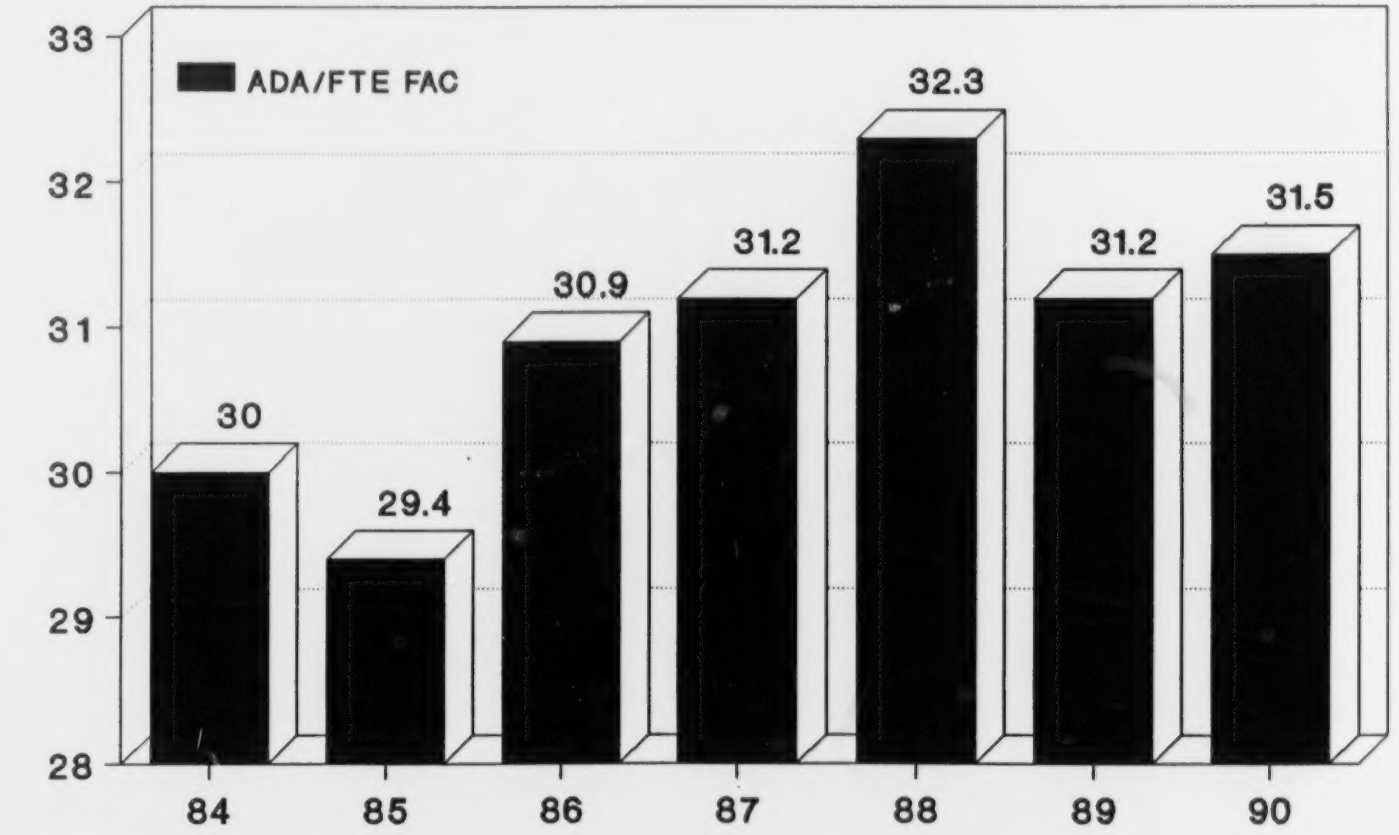

FALL 90




FALL 84

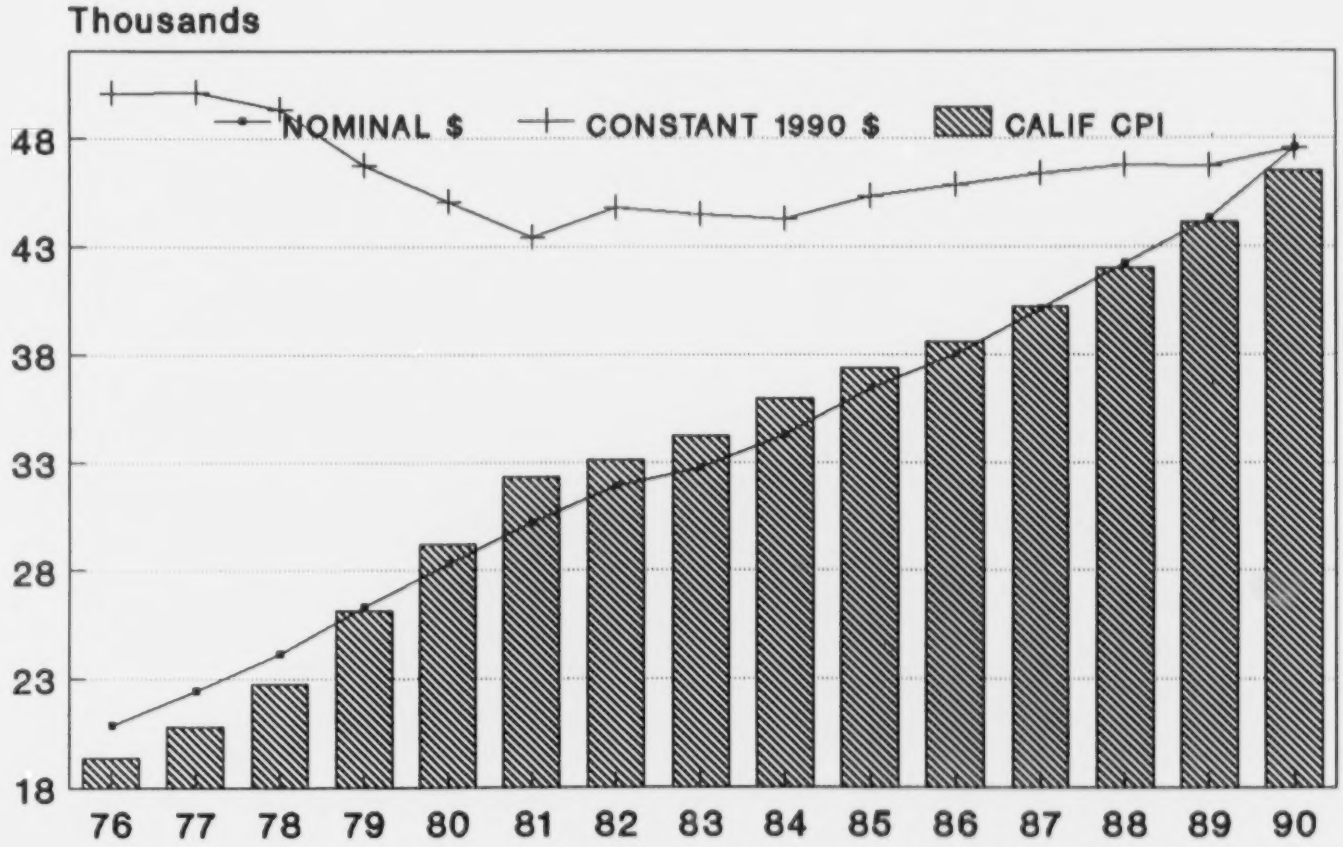
SOURCE: STAFF DATA FILE

# FIGURE 9
## ATTENDANCE ADA PER FTE FACULTY RATIO
### CALIFORNIA COMMUNITY COLLEGES




SOURCE: CHANCELLOR'S OFFICE

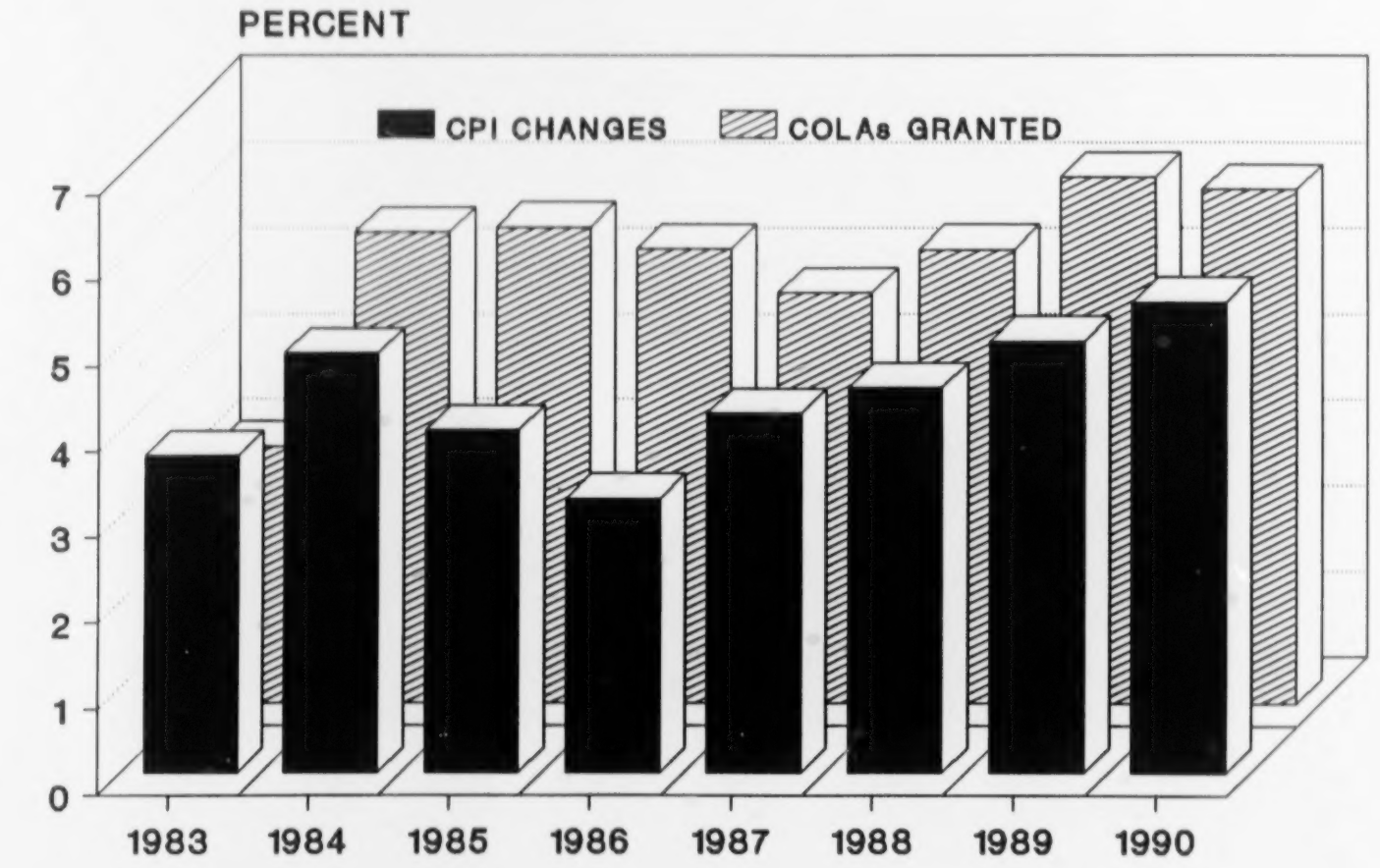
# FIGURE 10
## FULLTIME FACULTY AVERAGE SALARIES
### CALIFORNIA COMMUNITY COLLEGES




SOURCE: CHANCELLOR'S OFFICE

# FIGURE 10a

MEDIAN SALARY COLAs GRANTED vs CPI
CHANGES FOR CCC FULLTIME FACULTY

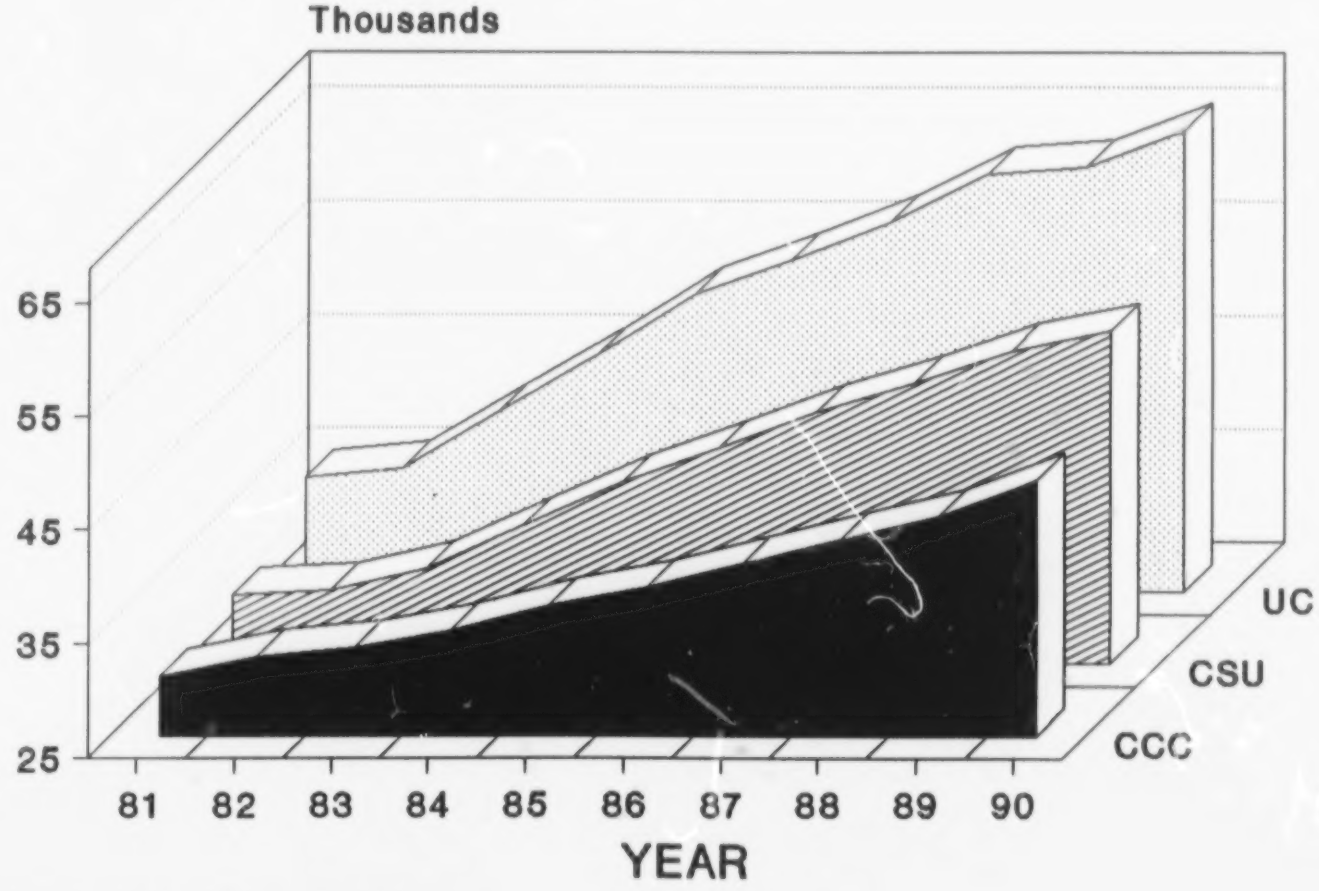



SOURCE: CHANCELLOR'S OFFICE

FIGURE 11

# INTERSEGMENTAL FACULTY AVERAGE SALARIES

ALL RANKS AVERAGE: 9-10 MONTH CONTRACTS




SOURCE: CPEC ANNUAL REPORTS

# TABLE 1

## COMMUNITY COLLEGE FACULTY SALARIES
Annual Average for Full-Time Faculty in Selected States

| STATE | SALARY 1990-91 [1] | 1987-88 [2] |
|---|---|---|
| California | $ 46,000 | $ 36,900 |
| Minnesota | $ 39,700 | $ 33,400 |
| Michigan | $ 38,600 | $ 32,700 |
| Wisconsin | $ 38,600 | $ 33,800 |
| Hawaii | $ 38,000 | $ 31,000 |
| New York | $ 35,700 | NA |
| Arizona | $ 35,000 | $ 30,400 |
| Illinois | $ 34,400 | $ 28,100 |
| Washington | $ 34,100 | $ 30,800 |
| Florida | $ 33,700 | $ 28,200 |
| Oregon | $ 32,900 | $ 28,600 |
| Texas | $ 32,200 | $ 28,900 |
| Colorado | $ 29,300 | $ 26,600 |

NOTES: 1. ACADEME, March-April 1991, "The Annual Report on the Economic Status of the Profession 1990-1991".

2. Survey by American Association of University Professors, as reported in the Chronicle of Higher Education, May 4, 1988.



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